

PAY DIFFERENTIAL 285
RECRUITMENT AND RETENTION PAY DIFFERENTIAL –
22ND AND 32ND DISTRICT AGRICULTURAL ASSOCIATIONS

Established: 07/01/04

Revised: 07/01/04, 04/01/05

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
All Classes	Various	S01	1	SJ	22 ND and 32 ND DAAs Department of Food and Agriculture
All Classes	Various	S12			
All Classes Including C.E.A.	Various	M01	2		

RATE
1 – up to 15% per pay period
2 - up to 20% per pay period

CRITERIA
At the discretion of the Board of Directors and Secretary Manager of the District Agriculture Associations, the above excluded employees, within the 22 nd and 32 nd District Agricultural Associations, respectively, may be granted the pay differential not to exceed the stated amount if the incumbent has achieved expected performance objectives and that such differential is necessary to retain him/her.
If an employee who is receiving the differential transfers to a location where the differential is not authorized the differential shall be discontinued.
Part-time and intermittent employees shall receive a pro-rata share of the differential based on a total number of hours worked with the monthly pay period.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes